



St. Louis Chapter Newsletter December 2019



Next Meeting

Monday, December 9th

OSHA Update (and Coat Drive, see box below)

Speaker Bill McDonald, OSHA's Area Director in St Louis will provide his annual OSHA fiscal year update and quick review of new/old initiatives.

NEW Location:

Helen Fitzgerald's
3650 S Lindbergh Blvd
St Louis, MO 63127

Time:

11:30am Registration & Networking
12:00pm Lunch, Chapter Business &
Presentation

[Register](#)

Coming Up

Wednesday, December 11-12 – [MO Common Ground Summit \(Springfield, MO\)](#)

Thursday, January 16th – 5pm-8pm – Membership Appreciation Night

No luncheon meeting in January! Enjoy food and libations at Bristol Seafood Grill on Olive and relax with others in your field at this event. Exclusively for St Louis Chapter Members.

Monday, February 10th, 2020

OSHA Defense - Speaker Julie O'Keefe, Attorney at Law of Armstrong Teasdale Law Firm. Update on strategies to defend against OSHA citations

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Coat Drive

The WISH group (through ChapterWISE) is actively collecting clean, gently used winter coats of all sizes, for children and adults, for donation to Gateway 180 and St. Patrick Center. If you have items to donate, please bring them to the December ASSP meeting. Can't make the meeting, but still want to donate? Reach out to Patte, Erica, JaNola, or Domini via email at stlwishwise@gmail.com to schedule a pickup! WISH will collect coats all season. We appreciate your generous donation. Thank you!

November WISH WISE Event Pictures

Thanks to Gary Muck and Bill Kincaid for sharing their experience with the members and friends of the St. Louis WISH WISE group.



G.I.G.O

by William Kincaid, P.E., CSP, CIT
Lockton Companies of St. Louis

Our title goes back to a distant time long ago, the olden days we call “The Seventies” when I was in college and I took my first coding class. In those days a computer was the size of a bread truck and couldn’t do much more than crunch numbers for engineers and computer programmers. Then, the cautionary phrase “Garbage In, Garbage Out” was often heard in the cool halls of our Computer Science building, alongside the skritch-skritch of busy DecWriters cranking out tractor-feed paper and the occasional mournful wail of some nerd who dropped his punch cards.

40 years later, writing computer code is a much different enterprise. These days coding can be done by people other than engineers and programmers, computers are tiny and everywhere and we now insult each other quite inappropriately using something called “tweeters”. I never hear anyone say G.I.G.O. anymore, but it’s still true.

G.I.G.O. means if the data you’re working with is trash, your results will be trash as well. Even if just part of it is trash, when you sort it there’s still trash contaminating the results of your efforts. This is not to be confused with recycling. You have to sort that too, because you can’t put Styrofoam or plastic wraps into the recycling, and definitely no food. None of that is recyclable. Recycling also originated in the Seventies. Not exciting at all, but it’s still important. (Feel free to say “Okay, Boomer” aloud at this point. It’s the perfect moment. Now you kids get off my lawn.)

In our profession we need data. We need data to know what the problems are, where the problems are, what the causes of the problems are, and perhaps get a sense of what our priorities should be in fixing them. We need to know:

Who’s getting injured

What’s happening to injure them

Why is it happening

Where is it happening, and, to a lesser extent,

When is it happening most often (seasons, months, shifts, etc.)

Simple enough but acquiring useful data and sorting it in ways that make sense is challenging. Most of us keep some records of our own, but the most detailed data comes from our insurance companies. They have databases for workers compensation claims, property claims, auto claims and so on. But they can be flawed. Even in a time when every accident reported to an insurance company is immediately entered into databases and online applications allow the insureds to directly access data and run reports, not all data is as usable as you'd hope. Inconsistent systems, incomplete record keeping, and erroneous classifications are a few of the main problems. Better recordkeeping would make it easier to do loss prevention right.

For example, running a report from one of the largest carriers' database, my request for accidents sorted by cause is greeted with ten different classes for slips and falls. That level of detail is great, but for targeting might be slicing it a bit thin, especially when we're looking at a thousand claims a year for our sample size. How about one code for slips and falls outside due to weather, and another for slips inside due to spills and slippery surfaces? Maybe throw in a third for trips and you have something concise enough to work with.

I should add historical data is the "rear-view window" and provides a narrow view of only the past. You also need to look as hard - or harder - at exposures to possible future accidents which are not predicted by your historical losses. Every fatality I ever investigated was not even hinted at by the company's previous injury history, so a study of history wouldn't have prevented even one of them. We've explored this topic in a previous column, not much space for it here.

When the people who take the claim information over the phone don't always have a grasp of cause versus injury type, or don't make the right call, we can get a goofy data entry. Thus, we find a slip and fall case recorded as "accident type: strain/sprain" although manually digging into it we see the accident description describes someone who slipped and tried to catch themselves, resulting in a strain/sprain. I'm not a fan of lumping muscle injuries (sprains) in with ligament injuries (sprains) but the bigger issue is when we try to use the data. The type of injury is not as important as knowing what kinds of incidents are causing the most and biggest problems. In this instance, we will think we have one less slip and fall case and one more strain/sprain. That concealed slip and fall might be more preventable than the rest of them, but it's buried in the strains.

Before you say, *“Why not just get an Excel file of all the claims and do a search for the types of causes in the accident descriptions, that’s easy”*, note the people who record claim descriptions are also not always good spellers or perhaps put in a lot of typos. I can run a search for the injury diagnosis “fracture”, but it will skip right over “farcture”, “frackture” and “fracature”. I can’t blame it for that. What we need is a clean, correct “drop-down” classification for each type of incident, cause and injury. And we need to know the difference between types of accidents, causes, and injury.

May I make this clear to all: an injury is not an accident type in itself. We know SOMETHING caused the strain, some sort of incident, but just calling the accident a strain doesn’t reveal what that might be. Was it a strain from a slip and fall? From lifting a heavy weight? From general overuse? From trying to pop open a particularly uncooperative jar of “Bon Maman Cherry Preserves” (a risk I will gladly take because I do love my jelly)?

Rule of thumb: if it’s a diagnosis, it’s probably not an accident type or cause classification. It’s an injury or illness. The doctor investigates the medical conditions, not the accidents. Yet I was just looking at some data from a major carrier that indicated the main incident driving the losses at an international company was “Strains: 40%”. Second place was “Repetitive Motion: 30%”. Going with the rule of thumb here, a strain is a diagnosis and not a type of accident or cause, and repetitive motion is a cause for some specific disorders such as tendinitis, epicondylitis and carpal tunnel syndrome.

We might have a forklift operator report a strain from jumping out of a truck. It could be recorded as “accident type: strain”, “cause: strain”, “injury type: strain”. Strain, strain, strain, it tells us very little. Or it might be recorded as a “forklift-related” case, “cause: jumping from truck”, “injury type: strain: which allows us to see we probably need to go to the forklift supervisor to put more emphasis on drivers’ safety behaviors when getting off the trucks.

“Back” or “Back Injury” is also not a type of accident or cause. That’s another common error. Back injuries are caused by heavy lifting, fatigue, awkward postures, repetitive lifting, pulling or pushing objects, trying to catch falling objects, all sorts of causes. Saying the type of accident is a “Back Injury” or telling us 25% of our accidents are due to back strains tells us nothing about preventing the next one. Not to overlook that some back injuries are simply strains which will heal themselves, while others are

serious damage to non-self-healing discs which will likely end up in an operating room. How about a clearer description so we can make sense?

To facilitate my own explorations of loss runs and ensuing repair work, I use a list of accident classifications I made up myself. The goal was to keep it simple. I get the loss data on a spreadsheet and add a column for my accident classes. Each one has a letter of the alphabet assigned to it which allows quick entry into my homemade spreadsheet and sorting by that letter when it's time to slice and dice the data.

- A – Auto Accident/struck by licensed motor vehicle
- B - Burn - Chemical
- C – Cut or laceration from sharp object
- D – Dropped or falling object injury
- E – Foreign Body in Eye
- F – Fall from height, ladder, etc.
- G – Guarding-related machine injury
- H – Burn – hot surface
- I – Industrial truck or forklift-related
- L – Lockout- related injury
- N – Noise Exposure, Chronic or Acute
- O – Miscellaneous causes
- P – PPE (respirator, gloves) or chemical exposure
- Q - Caught in, not machine guarding (such as in a door or under a pallet)
- R – Repetitive motion
- S – Lifting, pulling, other acute physical demand event
- T – Slip, trip, fall on same or similar level
- V – electric shock or arc flash
- W – Slip on ice or snow: fall, weather-related

Another issue is what goes into a claim record and what doesn't. A multi-billion-dollar company I worked with had thousands of cases every year among its many plants, but their records not only didn't include which departments the incidents occurred in, they also didn't even include which plant. If someone fell into a pit, you'd have to call around to see if anyone knew which plant it happened in. Hopefully somebody would know, but this lack of data made it virtually impossible to make any use of the carrier's records.

I inquired into the situation. The carrier told me the Risk Manager didn't see any need for keeping those details as long as he knew what the claims were costing the company, so the carrier complied and didn't add them to the case records. The result was a database full of empty cells.

I see loss runs all the time all aimed at breaking the costs of each claim down. They're great for looking at the flow of money. Costs alone aren't so useful for focusing a loss prevention project. You need good data about the accidents: what happened, where they happened, and so on. Eventually, we made it a goal to add the important facts, but more than a year's worth of data was lost and unrecoverable prior to our data-sorting efforts.

Oddly, the company recorded the length of tenure of the employees and presented that like it was a deeply meaningful revelation – "80% of injury claims are from people employed less than a year!" Which means nothing if you don't know what portion of the employees have been employed less than a year. Some of the plants had very stable workforces or even had reduced staffing, firing the newer people first, so they had mostly long-term employees. Other plants had ferocious turnover, so seemingly everyone was new except for a handful of senior people. If 20% of the people started in the last twelve months at one plant and 90% at another, and you can't tell the difference, knowing how long an injured employee was employed when injured tells you nothing of interest.

"The new people get hurt the most!" was followed by "we need to focus on the new people!" If I didn't get anywhere with explaining the analysis of tenure data, I could at least respond this way: "If it's mostly new people, then maybe having your HR person play a couple boring, engagement-free safety videos at orientation and then hand the new people over to a supervisor who can go for months without saying anything about safety isn't working out?"

This topic is taking a chance at boring our ASSP readers as it's not an exciting subject, but, much like sorting out the recycling from the trash, it's important. Good data analyses depend on good data. That was true in The Seventies and it's true now. Our successes and failures shouldn't be ruled over by that old phrase Garbage In, Garbage Out, aka G.I.G.O. That sounds like Grandpa ranting again.

Okay, Boomer.

Indiana manipulated report on Amazon worker's death to lure HQ2, investigation says

Below is an excerpt of a fascinating article by the IndyStar newspaper, doing local reporting of national importance. I encourage you to click through to read the entire article, which will also support the site. - Dan

When an Amazon worker was killed by a forklift in a Plainfield warehouse in 2017, the state of Indiana's investigator found the company was at fault. The state cited Amazon for four major safety violations and fined it \$28,000.

But [an investigation by Reveal from The Center for Investigative Reporting](#) has found that, as Gov. Eric Holcomb sought to lure Amazon's HQ2 to Indiana, state labor officials quietly absolved Amazon of responsibility. After Amazon appealed, they deleted every fine that had been levied and accepted the company's argument — that the Amazon worker was to blame.

The investigator on the case, John Stallone, had arrived at the warehouse a day after 59-year-old Phillip Lee Terry was crushed to death. He was later so troubled by the pushback he was getting from higher-ups that he secretly recorded his boss, Indiana OSHA Director Julie Alexander, as she counseled the company on how to lessen the fine.

"It's like being at a card table and having a dealer teach you how to count cards," Stallone said.

The article continues into reviewing the details of the accident, what safety precautions weren't taken, the investigation by OSHA, and subsequent penalties. Read the rest of the article here: <https://www.indystar.com/story/news/investigations/2019/11/25/amazon-indiana-governor-eric-holcomb-warehouse-accident-hq-2/4282653002/>

Save the Date- 5th Annual



MAY 12-15, 2020

The Lodge of the Four Seasons

Lake of the Ozarks, MO

May 12th, 2020

Morning Pre-Conference – 8:00 a.m. – 12:00 p.m.

Fall Protection Equipment Inspector Class

Golf Tournament - 1:00 p.m. Robert Trent Jones Course

Conference - May 13 & 14, 2020

Keynote Speaker: Don Kernan, a consultant who also serves the CCBS as a Safety Accreditation Commissioner and an Advisor to the Board.

Exhibitors located in the Main Ballroom

Book your hotel reservation. Rooms are \$112.00 a night. Hotel reservations at this rate will be accepted until April 10, 2020. Bring your family and make it a vacation, the room rate is good weekend before and after. May 8-17, 2020. Based upon availability

The Lodge of Four Seasons

315 Four Seasons Drive

Lake Ozarks , MO 65049

<https://4seasonsresort.com>

Hotel Phone: 573-365-3000 - Hotel Fax: 573-365-8525

Toll Free Reservations: 888-265-5500, between 8 – 5 M – F

Registration Code: SAFECONEXPO

Online Registration use group attendee- room rates start at \$112.00

<https://reservations.travelclick.com/17336?groupID=2584426>



AMERICAN SOCIETY OF SAFETY PROFESSIONALS

2019-20 Calendar of Meetings and Events

Date	Meeting Topic & Presenter	Menu
April 8, 2019 Monday Lunch*	Defensive Communication Speaker Mary Sue Love, Ph.D - Associate Professor SIU-Edwardsville.	
May 13, 2019 Monday Lunch*	Employment Law Speaker James Paul, SHRM, SCP, Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Review of some of the regulations that govern the workplace	
June 14, 2019 Friday ALL DAY	ASSP Scholarship Golf Tournament Fundraiser The Prairies Golf Club, Cahokia, Illinois - Registration is OPEN NOW!	
July 8, 2019 Monday Lunch*	Developing Safety Leaders Speaker Ray Boehm, Sr. Vice President, Risk Manager, Keeley Companies	Ball Park Buffet
August 12, 2019 Monday Lunch*	Joint Mtg AIHA Speaker Kerry Goyette presents a new perspective on safety and the behaviors that it affects. She will provide data driven solutions to help your team to be more safe, and in turn, more engaged.	BBQ Pork Steaks
September 9, 2019 Monday Tour Day, No meeting	Join us for a tour of Watlow Electric Manufacturing Co., a family-owned company that designs and manufactures industrial electric heaters, sensors, and controllers.	Catered meal on site
October 14, 2019 Monday Lunch*	Workers Compensation Speaker Chris Archer of Archer & Lassa LLC. will provide us with the latest information in the legal circles that affect worker's compensation.	Mexican Buffet
November 11, 2019 Monday Lunch*	Joint Mtg GSHMM Flint Walton , Technical Services & Training Specialist of Missouri Employers Mutual will be speaking on Understanding Your Experience Modifier and Workers' Comp – a practical review of the experience modifier and a real world look at understanding it and key factors to help control it	Chicken Delight
December 9, 2019 Monday Lunch*	OSHA Update Speaker Bill McDonald, OSHA's Area Director in St Louis will provide his annual OSHA fiscal year update and quick review of new/old initiatives.	Helen Fitzgerald's
January TBD, 2020 Thursday 5 pm Bristol Seafood Grill	Membership Appreciation Night <u>No luncheon meeting this month!</u> Enjoy food and libations at Bristol Seafood Grill on Olive and relax with others in your field at this event. Exclusively for St Louis Chapter Members.	
February 10th, 2020 Monday Lunch*	OSHA Defense Speaker Julie O'Keefe, Attorney at Law of Armstrong Teasdale Law Firm. Update on strategies to defend against OSHA citations	
March TBD, 2020 Monday ALL DAY Location TBD	Professional Development Conference Joint conference with the American Industrial Hygiene Association (AIHA) to bring you high quality training at the best price, CEU's awarded.	

*Lunch at Sybergs Dorsett, 2430 Old Dorsett Rd, Maryland Heights, MO 63043
Lunch will include house salad, bread and dessert in addition to the listed entree.

American Society of Safety Professionals

St. Louis Chapter Committees

Website – Dave Callies – dcallies@kelpe.com

Maintains website with updated news, chapter events, and job postings

Newsletter – Dan Bembower – dan.bembower@usi.com

Publishes and distributes the chapter newsletter to all chapter members

PDC Chair – Dennis Pivin – DPivin@aegion.com

Coordinates logistics of professional development activities

Membership – Dianne Gibbs – dianne@ideasftp.com

Ensures new members are recognized & introduced at membership meetings

Public Relations – Steve Williams – swilliams@bellelectrical.com

Promotes chapter activities to the general public. Coordinates poster contest

Awards & Honors – Bill Kincaid – billkincaid@yahoo.com

Recognizes member achievement through chapter awards

Scholarship – Rob Miller – robertmiller91@yahoo.com

Promotes student scholarships & continuing education scholarships for members

Programs – Tim Michel – tmichel@keeleycompanies.com

Plans the program time and needs for presentations & coordinates schedule

Social Media – JaNola Rigsby – jrigsby@qualsafesolutions.com

Maintains Face book & Twitter accounts promoting discussion with local membership

Please contact the committee chair with comments or if you would like to participate.

Mid Missouri Officers

Bret Derrick, Chairman

bderrick@broadwayergonomics.com

Mark Woodward, Vice Chair

mwoodwar@mem-ins.com

Bethany Watson, Membership Chair

bethany@365safetyservices.com

Job Opportunities

Job opportunities are posted frequently on the website:

<https://stl.assp.org/current-openings/>

Remember, the St. Louis Chapter offers unemployed ASSE members a free lunch at our monthly meeting!

St. Louis Chapter Board Members

Rick Reams – President, 618-670-6589 (ricky_reams@hotmail.com)

Steve Williams – Vice President, 314-213-5859 (swilliams@frenchgerleman.com)

Dennis Pivin – Secretary (DPivin@aegion.com)

Erica Heinssen – Treasurer, 207-522-0368 (elheinssen@hotmail.com)

Mark Krieger – Past President, 314-435-3630 (mark.krieger2007@gmail.com)

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<http://stl.assp.org>